

**Personal – Addressee Only**

Joshua Brown
BMJ Operations

13th February 2023

Dear Joshua,

Pay Award 2023

Further to the recent communication of the 2023 pay award, I'm writing to confirm that your salary has increased to £43934, effective as of 1st January. This will be prorated if you work part time hours, and was included in your February pay, with a backdated payment covering January.

As your salary falls below the median for your Grade, in accordance with BMJ's Move to Median remuneration policy, you have received a further increase of up to 2.5%, capped at the grade median.

Further information about the Pay Award can be found on Hive within People+.

Yours sincerely,

Jennie Heals
Director of People and Transformation